



EXHIBIT A

OHIO CIVIL RIGHTS COMMISSION

Governor Mike DeWine

Commissioners: Valerie A. Lemmie, Chair | Lori Barreras | William Patmon, III | Vernon Sykes | Charlie Winburn
Executive Director Angela Phelps-White

March 6, 2025

Date Mailed: 03/06/2025

Dr. Airica Steed
31251 Ainsworth Drive
Pepper Pike, Ohio 44124

Laura McBride
1115 Forest Road
Lakewood, Ohio 44107

LETTER OF DETERMINATION

Dr. Airica Steed v. Laura McBride
CLEE4(010744)11052024

FINDINGS OF FACT:

Charging Party filed a charge of discrimination with the Ohio Civil Rights Commission alleging Respondent engaged in an unlawful discriminatory practice. All jurisdictional requirements for filing a charge have been met.

Prior to the conclusion of the investigation, Charging Party requested a Notice of Right to Sue. As a result, the Commission is issuing a Notice of Right to Sue per Charging Party's request and administratively closing the case.

DECISION:

The Commission **ADMINISTRATIVELY CLOSES** this matter and orders the case **DISMISSED**.

Charging Party only: Please refer to the enclosed **NOTICE OF RIGHT TO SUE** for additional information on Charging Party's suit rights.

NOTICE OF RIGHT TO PETITION FOR JUDICIAL REVIEW:

A determination of the Commission that constitutes a Final Order is subject to judicial review, wherein the court reviews the contents of this letter and determines if there are sufficient factual findings supporting why the Commission did not issue a complaint. A petition for judicial review must be filed in the proper common pleas court within **THIRTY (30) days** of the date the Commission mailed this Final Order. The right to obtain judicial review and the mode and procedure thereof is set forth in Ohio Revised Code § 4112.06.

The judicial review process is not a means to reexamine the investigation or further pursue your allegations through the Commission. You may consult with an attorney for information on available options.

A Probable Cause finding is not a Final Order and is not subject to judicial review by a court. All other determinations of the Commission constitute a Final Order and are subject to judicial review by a court.

EXHIBIT A

Dr. Airica Steed v. Laura McBride

CLEE4(010744)11052024

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FOR THE COMMISSION,

Vera F. Boggs

Vera F. Boggs

Regional Director

vera.boggs@civ.ohio.gov

cc: Representatives for Charging Party:

Todd C. Hicks, Esq.

Ezio A. Listati, Esq.

Elizabeth E. Collins, Esq.

Thrasher Dinsmore & Dolan, LPA

1282 West 58th Street

Cleveland, Ohio 44102

Representative for Respondent:

Adrian D. Thompson, Esq.

Taft Stettinius & Hollister LLP

200 Public Square, Suite 3500

Cleveland, Ohio 44114-2302

OHIO CIVIL RIGHTS COMMISSION

Date mailed: **March 6, 2025**



EXHIBIT A

OHIO CIVIL RIGHTS COMMISSION

Governor Mike DeWine

Commissioners: Valerie A. Lemmie, Chair | Lori Barreras | William Patmon, III | Vernon Sykes | Charlie Winburn
Executive Director Angela Phelps-White

March 6, 2025

Date Mailed: 03/06/2025

Dr. Airica Steed
31251 Ainsworth Drive
Pepper Pike, Ohio 44124

The MetroHealth System
Attn: Corey Clay, Esq., Associate General Counsel
2500 MetroHealth Drive
Cleveland, Ohio 44109

LETTER OF DETERMINATION

Dr. Airica Steed v. The MetroHealth System
CLEB4(010743)11052024; 22A-2025-00605*

FINDINGS OF FACT:

Charging Party filed a charge of discrimination with the Ohio Civil Rights Commission alleging Respondent engaged in an unlawful discriminatory practice. All jurisdictional requirements for filing a charge have been met.

Prior to the conclusion of the investigation, Charging Party requested a Notice of Right to Sue. As a result, the Commission is issuing a Notice of Right to Sue per Charging Party's request and administratively closing the case.

DECISION:

The Commission **ADMINISTRATIVELY CLOSES** this matter and orders the case **DISMISSED**.

Charging Party only: Please refer to the enclosed **NOTICE OF RIGHT TO SUE** for additional information on Charging Party's suit rights.

NOTICE OF RIGHT TO PETITION FOR JUDICIAL REVIEW:

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EXHIBIT A

Dr. Airica Steed v. The MetroHealth System
CLEB4(010743)11052024; 22A-2025-00605*
Page 2

FOR THE COMMISSION,

Vera F. Boggs

Vera F. Boggs
Regional Director
vera.boggs@civ.ohio.gov

cc: Representatives for Charging Party:
Todd C. Hicks, Esq.
Ezio A. Listati, Esq.
Elizabeth E. Collins, Esq.
Thrasher Dinsmore & Dolan, LPA
1282 West 58th Street
Cleveland, Ohio 44102

Representative for Respondent:
Adrian D. Thompson, Esq.
Taft Stettinius & Hollister LLP
200 Public Square, Suite 3500
Cleveland, Ohio 44114-2302

EXHIBIT A

OHIO CIVIL RIGHTS COMMISSION

Board of Commissioners:

Valerie A. Lemmie – Chair
Lori Barreras
William W. Patmon, III
Vernon Sykes
Charlie Winburn



Angela Phelps-White,
Executive Director

Charging Party,

Dr. Airica Steed

v.

Respondent,

The MetroHealth System

Charge No. CLEB4(010743)11052024
22A-2025-00605

NOTICE OF RIGHT TO SUE

Pursuant to Ohio Revised Code 4112.051, you may file a civil action against the Respondent(s) alleging a violation of Ohio Revised Code 4112. The lawsuit may be filed in any State of Ohio court that has jurisdiction over the matter. Ohio Revised Code 4112.052 and 4112.14 provides that such a civil action must be filed within two years after the date of the alleged discriminatory practice. The time period to file a civil action is tolled during the pendency of the Commission investigation. You are advised to consult with an attorney to determine with accuracy the date by which a civil action must be filed. FOR FEDERAL COURT FILINGS: Notices of Right to Sue under federal law will be issued by the EEOC.

FOR THE COMMISSION

Vera F. Boggs

Vera F. Boggs
Cleveland Regional Director
615 W. Superior Ave., Suite 885
Cleveland, OH 44113
(216) 787-3150

Date mailed: **March 6, 2025**

EXHIBIT A



OHIO CIVIL RIGHTS COMMISSION

Governor Mike DeWine

Commissioners: Valerie A. Lemmie, Chair | Lori Barreras | William Patmon, III | Vernon Sykes | Charlie Winburn
Executive Director Angela Phelps-White

March 6, 2025

Date Mailed: 03/06/2025

Dr. Airica Steed
31251 Ainsworth Drive
Pepper Pike, Ohio 44124

John Moss
2457 West 11th Street
Cleveland, Ohio 44113

LETTER OF DETERMINATION

Dr. Airica Steed v. John Moss
CLEE4(010745)11052024

FINDINGS OF FACT:

Charging Party filed a charge of discrimination with the Ohio Civil Rights Commission alleging Respondent engaged in an unlawful discriminatory practice. All jurisdictional requirements for filing a charge have been met.

Prior to the conclusion of the investigation, Charging Party requested a Notice of Right to Sue. As a result, the Commission is issuing a Notice of Right to Sue per Charging Party's request and administratively closing the case.

DECISION:

The Commission **ADMINISTRATIVELY CLOSES** this matter and orders the case **DISMISSED**.

Charging Party only: Please refer to the enclosed **NOTICE OF RIGHT TO SUE** for additional information on Charging Party's suit rights.

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EXHIBIT A

Dr. Airica Steed v. John Moss

CLEE4(010745)11052024

Page 2

FOR THE COMMISSION,

Vera F. Boggs

Vera F. Boggs

Regional Director

vera.boggs@civ.ohio.gov

cc: Representatives for Charging Party:

Todd C. Hicks, Esq.

Ezio A. Listati, Esq.

Elizabeth E. Collins, Esq.

Thrasher Dinsmore & Dolan, LPA

1282 West 58th Street

Cleveland, Ohio 44102

Representative for Respondent:

Adrian D. Thompson, Esq.

Taft Stettinius & Hollister LLP

200 Public Square, Suite 3500

Cleveland, Ohio 44114-2302

EXHIBIT A

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Board of Commissioners:

Valerie A. Lemmie – Chair
Lori Barreras
William W. Patmon, III
Vernon Sykes
Charlie Winburn



Angela Phelps-White,
Executive Director

Charging Party,

Dr. Airica Steed

v.

Respondent,

John Moss

Charge No. CLEE4(010745)11052024

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FOR THE COMMISSION

Vera F. Boggs

Vera F. Boggs
Cleveland Regional Director
615 W. Superior Ave., Suite 885
Cleveland, OH 44113
(216) 787-3150

Date mailed: March 6, 2025



EXHIBIT A

OHIO CIVIL RIGHTS COMMISSION

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Executive Director Angela Phelps-White

March 6, 2025

Date Mailed: 03/06/2025

Dr. Airica Steed
31251 Ainsworth Drive
Pepper Pike, Ohio 44124

Sonja C. Rajki
2170 N. Saint James Parkway
Cleveland Heights, Ohio 44106

LETTER OF DETERMINATION

Dr. Airica Steed v. Sonja C. Rajki
CLEE4(010765)11052024

FINDINGS OF FACT:

Charging Party filed a charge of discrimination with the Ohio Civil Rights Commission alleging Respondent engaged in an unlawful discriminatory practice. All jurisdictional requirements for filing a charge have been met.

Prior to the conclusion of the investigation, Charging Party requested a Notice of Right to Sue. As a result, the Commission is issuing a Notice of Right to Sue per Charging Party's request and administratively closing the case.

DECISION:

The Commission **ADMINISTRATIVELY CLOSES** this matter and orders the case **DISMISSED**.

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EXHIBIT A

Dr. Airica Steed v. Sonja C. Rajki

CLEE4(010765)11052024

Page 2

FOR THE COMMISSION,

Vera F. Boggs

Vera F. Boggs

Regional Director

vera.boggs@civ.ohio.gov

cc: Representatives for Charging Party:

Todd C. Hicks, Esq.

Ezio A. Listati, Esq.

Elizabeth E. Collins, Esq.

Thrasher Dinsmore & Dolan, LPA

1282 West 58th Street

Cleveland, Ohio 44102

Representative for Respondent:

Adrian D. Thompson, Esq.

Taft Stettinius & Hollister LLP

200 Public Square, Suite 3500

Cleveland, Ohio 44114-2302

EXHIBIT A

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William W. Patmon, III
Vernon Sykes
Charlie Winburn



Angela Phelps-White,
Executive Director

Charging Party,

Dr. Airica Steed

v.

Respondent,

Sonja C. Rajki

Charge No. CLEE4(010765)11052024

NOTICE OF RIGHT TO SUE

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FOR THE COMMISSION

Vera F. Boggs

Vera F. Boggs
Cleveland Regional Director
615 W. Superior Ave., Suite 885
Cleveland, OH 44113
(216) 787-3150

Date mailed: **March 6, 2025**



EXHIBIT A

OHIO CIVIL RIGHTS COMMISSION

Governor Mike DeWine

Commissioners: Valerie A. Lemmie, Chair | Lori Barreras | William Patmon, III | Vernon Sykes | Charlie Winburn
Executive Director Angela Phelps-White

March 6, 2025

Date Mailed: 03/06/2025

Dr. Airica Steed
31251 Ainsworth Drive
Pepper Pike, Ohio 44124

Tamiyka Rose
1161 Deepwood Drive
Macedonia, Ohio 44056

LETTER OF DETERMINATION

Dr. Airica Steed v. Tamiyka Rose
CLEE4(010747)11052024

FINDINGS OF FACT:

Charging Party filed a charge of discrimination with the Ohio Civil Rights Commission alleging Respondent engaged in an unlawful discriminatory practice. All jurisdictional requirements for filing a charge have been met.

Prior to the conclusion of the investigation, Charging Party requested a Notice of Right to Sue. As a result, the Commission is issuing a Notice of Right to Sue per Charging Party's request and administratively closing the case.

DECISION:

The Commission **ADMINISTRATIVELY CLOSES** this matter and orders the case **DISMISSED**.

Charging Party only: Please refer to the enclosed **NOTICE OF RIGHT TO SUE** for additional information on Charging Party's suit rights.

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EXHIBIT A

Dr. Airica Steed v. Tamiyka Rose
CLEE4(010747)11052024
Page 2

FOR THE COMMISSION,

Vera F. Boggs

Vera F. Boggs
Regional Director
vera.boggs@civ.ohio.gov

cc: Representatives for Charging Party:
Todd C. Hicks, Esq.
Ezio A. Listati, Esq.
Elizabeth E. Collins, Esq.
Thrasher Dinsmore & Dolan, LPA
1282 West 58th Street
Cleveland, Ohio 44102

Representative for Respondent:
Adrian D. Thompson, Esq.
Taft Stettinius & Hollister LLP
200 Public Square, Suite 3500
Cleveland, Ohio 44114-2302

EXHIBIT A

OHIO CIVIL RIGHTS COMMISSION

Board of Commissioners:

Valerie A. Lemmie – Chair
Lori Barreras
William W. Patmon, III
Vernon Sykes
Charlie Winburn



Angela Phelps-White,
Executive Director

Charging Party,

Dr. Airica Steed

v.

Respondent,

Tamiyka Rose

Charge No. CLEE4(010747)11052024

NOTICE OF RIGHT TO SUE

Pursuant to Ohio Revised Code 4112.051, you may file a civil action against the Respondent(s) alleging a violation of Ohio Revised Code 4112. The lawsuit may be filed in any State of Ohio court that has jurisdiction over the matter. Ohio Revised Code 4112.052 and 4112.14 provides that such a civil action must be filed within two years after the date of the alleged discriminatory practice. The time period to file a civil action is tolled during the pendency of the Commission investigation. You are advised to consult with an attorney to determine with accuracy the date by which a civil action must be filed. FOR FEDERAL COURT FILINGS: Notices of Right to Sue under federal law will be issued by the EEOC.

FOR THE COMMISSION

Vera F. Boggs

Vera F. Boggs
Cleveland Regional Director
615 W. Superior Ave., Suite 885
Cleveland, OH 44113
(216) 787-3150

Date mailed: **March 6, 2025**

EXHIBIT A



OHIO CIVIL RIGHTS COMMISSION

Governor Mike DeWine

Commissioners: Valerie A. Lemmie, Chair | Lori Barreras | William Patmon, III | Vernon Sykes | Charlie Winburn
Executive Director Angela Phelps-White

March 6, 2025

Date Mailed: 03/06/2025

Dr. Airica Steed
31251 Ainsworth Drive
Pepper Pike, Ohio 44124

Ezelle H. Walker
4005 SOM Center Road
Moreland Hills, Ohio 44022

LETTER OF DETERMINATION

Dr. Airica Steed v. Ezelle H. Walker
CLEE4(010757)11052024

FINDINGS OF FACT:

Charging Party filed a charge of discrimination with the Ohio Civil Rights Commission alleging Respondent engaged in an unlawful discriminatory practice. All jurisdictional requirements for filing a charge have been met.

Prior to the conclusion of the investigation, Charging Party requested a Notice of Right to Sue. As a result, the Commission is issuing a Notice of Right to Sue per Charging Party's request and administratively closing the case.

DECISION:

The Commission **ADMINISTRATIVELY CLOSES** this matter and orders the case **DISMISSED**.

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EXHIBIT A

Dr. Airica Steed v. Ezelle H. Walker

CLEE4(010757)11052024

Page 2

FOR THE COMMISSION,

Vera F. Boggs

Vera F. Boggs

Regional Director

vera.boggs@civ.ohio.gov

cc: Representatives for Charging Party:

Todd C. Hicks, Esq.

Ezio A. Listati, Esq.

Elizabeth E. Collins, Esq.

Thrasher Dinsmore & Dolan, LPA

1282 West 58th Street

Cleveland, Ohio 44102

Representative for Respondent:

Adrian D. Thompson, Esq.

Taft Stettinius & Hollister LLP

200 Public Square, Suite 3500

Cleveland, Ohio 44114-2302